

EYES ONLY

31 October 1977

NOTE: Acting Deputy Director for Administration

Subject: Recommendation for Accomplishment Award

Mike:

1. You asked my opinion, so here it is:

a. I question the philosophy of granting cash awards to senior management personnel (such as Jim [REDACTED] for doing their jobs. I think that initiatives, creative ideas, and improvements in operating procedures should be expected of such people. That's one of the reasons people with leadership ability and management responsibility are paid higher salaries.

b. I feel that ODP personnel who worked on GAS deserve as much recognition for its success as their Office of Finance teammates. (Again, though - I exclude senior component managers such as [REDACTED]

[REDACTED] I believe our co-project leader [REDACTED] deserves as much recognition as the OF co-project leader, [REDACTED] should be recognized along with [REDACTED]. If the proposed awards are approved without some similar recognition of the ODP contribution, I'm sure it will have some adverse morale impact in ODP.

c. There are some minor inaccuracies in the writeups and they tend to emphasize the OF role and down-play the ODP role.

d. ODP and OF have already recommended Certificates of Distinction and Merit for all the people involved in GAS, which is appropriate recognition, in my opinion. These were recommended in an OF/ODP joint action and approved on 13 October 1977.

2. My recommendations are as follows:

EYES ONLY

- a. Disapprove the recommended cash awards.
- b. However, if you approve the recommended awards, I would like to be allowed to prepare similar recommendations for [REDACTED]

STATINTL

3. Finally, if these are approved, I believe I should submit similar recommendations for other ODP project personnel who have developed or are developing significant new systems such as TADS, CAMS, and PERSIGN. I believe this would be desirable to ensure similar recognition for comparable accomplishment.

Clifford D. May, Jr.
Director of Data Processing

STATINTL

Certainly, GAS
achievement for CIA, DDA, OF, & ODP.

*We have recommended Certificates
of ~~Achievement~~ Merit and Distinction
for all the people involved, except*

STATINTL

*[REDACTED] If any other award
is appropriate, then ODP should
share in it also.*

*ODP's recommendation should be
[REDACTED] (proposal)*

STATINTL

- 1. Drop [REDACTED] - inappropriate*
- 2. Give [REDACTED]
- they were co-leaders*
- 3. [REDACTED]*

STATINTL

STATINTL

*P.S. ODP was also put out about
the back seat treatment we got
at the GAS party.*

G.D.

I talked to [REDACTED] on this.

His general reaction is outrage and disbelief. His only adamant objection is to [REDACTED] award.

It is inappropriate to reward a manager at his level. [REDACTED] did more to ensure the success of the project than [REDACTED] and he would be embarrassed to accept any kind of award.

Some of the statements in the write-ups are inaccurate, e.g. this was not the first ODP-user team effort and OF did not propose it - we did. The write-ups also put us in a back seat role through out the project. This should cause us to be a bit miffed.

over